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STATE OF MICHIGAN
DEPARTMENT OF INFORMATION TECHNOLOGY
LANSING



TERESA M. TAKAI
DIRECTOR

February 27, 2004

TO: DIT Employees

FROM: Teri Takai, Director

SUBJECT: Pay for Performance for IT classifications

On January 26, I sent correspondence to you regarding Pay for Performance and promised that I would communicate again when we learned more. As you know from my last correspondence, we obtained support from the Office of State Employer (OSE) to return to the step pay structure. David Fink, Director of OSE, has now informed the Civil Service Commission of our intent to move forward with the plan to return to the step pay structure.

We are now moving forward to return all Group II and Group III employees (ITPA's, ITM's and ITS's) to the step pay structure. We are working with OSE and Civil Service for an effective date and we will communicate that to you as soon as we know.

We are putting together documents that will help you understand how this change will impact you. These documents include frequently asked questions, specific employee examples showing how the change will work, and graphic displays of the new Step in Grade pay schedules.

While it is true that each person will be affected differently, no employee will be required to take a reduction in pay as a result of this change. We will be sharing more information in the near future, including the documents that will help you understand how this will impact your specific situation.

Thank you!